

School District 57 Prince George Superintendent of Schools Search District Profile DPAC	
Needs Analysis	Items to Consider
Mission and goals of the district	<ul style="list-style-type: none"> - Waiting to receive the Strategic Plan - The Board received a great deal of input from around the district - Inspiring and engaging of students
School District Culture (the good things)	<ul style="list-style-type: none"> - Collaborative partner group environment within the district. Partner group presidents meet together with the superintendent before board meetings discussing the agenda. - Superintendent attends the DPAC meetings - SD 57 is recognized by DPACs around the province for the partnership relationships that the district fosters with all of the stakeholders - District helps fund DPAC, things like parent learning, conferences, workshops, speakers for parents, support for rural communities - Terrific Aboriginal Education Department, highlight in the province - The Ab Ed Department organizes and decides on the use of Ab funding. Funded from regular funds - Site based management and schools, decentralized model supports the needs of the individual school - Stakeholder participation on district committee - Data driven decision making, as part of the Essential Eight - Support for strong start - Many Choice programs available
District Challenges - Educational, demographic, geographic and other	<ul style="list-style-type: none"> - Providing data to partners around everything - 95 % capacity is a non starter for PG because of the rural schools - Starting to have increased enrolment in the elementary schools - Some schools are starting to have capacity issues - A number of Tier 1 schools, high EDI - Rural and urban areas - Choice programs, schools can become over subscribed

	<ul style="list-style-type: none"> - The Choice programs can create friction - Deal with how Choice impacts on equity - The financial reserve is dwindling - The facilities review had recommendations that were not supported - Aging facilities and capacities issues - Transportation is not provided for Choice Schools and this limits the numbers of family that have time and money to provide transportation - Complex registration processes and policies (Policy 5119) - Recruitment and retention of leaders and other employees
<p>Particular challenges the new Superintendent will face</p>	<ul style="list-style-type: none"> - 95 % capacity is a non starter for PG because of the rural schools and the superintendent will need to address this with the ministry - Asserting their role in hiring the employees in the district - Board has a number of members who come from the education ranks - Policy and administrative directions are bundled together and need to be separated - Reviewing existing policies - Dealing with the dwindling financial reserve - Transportation challenge and costs need to be dealt with - Build a culture of retention - Create programs to recognize the successes of employees - Ability to set ambitious goals for the employees and students in the district - Developing appropriate reporting processes to the stakeholder groups
<p>Must have skills for the new superintendent</p>	<ul style="list-style-type: none"> - Experience in defining the roles in a Governance structure - Respect their role in a governance structure and be an advocate for the separate areas, the Board and superintendent - Working effectively in the development of district policy and administrative procedures - Experience in Board Wrangling - Education, thought leader - Technological skills, using social media to communicate, blog, and other tech skills - Take the time to do the consultation work ensuring that all partners are heard and engaged before making decisions - Work life balance - Can establish boundaries - Distributed leadership - Delegate leadership - Engage the parent community in a respectful and meaningful way - Participation at the regular DPAC meetings - Develop leadership teams, and develop succession plans - Communicator, ability to communicate to all of the different partners to the school district - Good listening skills, showing that they value the contribution of other groups - Experience in engaging the community in consultation processes that respectfully recognizes the responsibilities of the stakeholders - Education leader

	<ul style="list-style-type: none">- Ability to inspire and engage employees- Accountable- Reporting results of programs and willingness to report negative results- Courageous- Collaborative decision maker- Experience working with and respecting parent groups including them in consultation and decision making- Be flexible and open to change- Be proactive rather than reactive to things
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